

VZCZCXYZ0017
RR RUEHWEB

DE RUEHBO #4068/01 3561623
ZNR UUUUU ZZH
R 221622Z DEC 09
FM AMEMBASSY BOGOTA
TO RUEHC/SECSTATE WASHDC 1707
INFO RUEHBO/AMEMBASSY BOGOTA

UNCLAS BOGOTA 004068

SIPDIS
DEPARTMENT FOR M/PRI AND WHA/EX AND WHA/AID

E.O. 12958: N/A
TAGS: [APER](#) [AMGT](#) [AFIN](#) [CO](#)
SUBJECT: NSDD-38: U.S. Agency for International Development (USAID)
Staffing in Colombia

Summary

11. After careful consideration, and in accordance with the authorities vested in me as Chief of Mission (COM), I approve the U.S. Agency for International Development (USAID) to add three Development Leadership Initiative (DLI's) Officers as follows: one FS-6 Program Economic Officer, one FS-6 Democracy & Governance Specialist and one FS-2 General Development Officer position at post. My authorization to establish these new positions, however, hinges on the petitioning agency's understanding that all Executive Branch personnel at post fall under COM authority, or in my absence, the Charge d'Affaires, and its willingness to satisfy fully certain administrative and funding criteria contained in paragraph five below. End Summary.

The Link between Additional Staffing and MSP Goals

12. USAID/Colombia manages the Latin American and Caribbean (LAC) Bureau's largest, most complex program with the most efficient staff/program ratio in the region. This is the fourth largest USAID dollar program world-wide, implemented through three technical offices: Democracy and Human Rights (DHR), Office of Consolidation Livelihoods Environment (CLE) and Office of Vulnerable Populations (OVP). The Mission's FY 10 Estimated Program Budget is \$212 million and \$3.5 million budget for Operating Expenses. USAID/Colombia's total staff level approved by the Deputy Chief of Mission was raised from 90 to 101. The new DLI Program Economic Officer, Democracy & Governance Specialist and the General Development Officer positions comprise part of the increase.

13. The Program Economic Officer, Democracy & Governance Specialist and the General Development Officer, all have crisis and stabilization backgrounds which will be invaluable in furthering USAID's ability to consolidate our assistance to regional and local governance, support our Colombia Strategic Development Initiative (CSDI) activities, and provide economic analysis and assistance for monitoring and evaluation. These DLI Officers will be mentored and trained by the Office Chiefs. They will assist their supervisors in the development, implementation, and monitoring of new projects and will provide support in the management of the Mission's programs. Additionally, they will explore ways of integrating U.S. mission programs into the USAID portfolio (or vice versa) and provide full administrative support in reporting and coordinating operations with other agencies and the Government of Colombia.

Administrative Support, Space, and Funding Arrangements

14. All new Mission Colombia positions intrinsically link to the following obligatory administrative support and/or funding requirements of the petitioning agency:

-- Office Space. Office space in Mission facilities remains at a premium. A petitioning agency must finance all costs (including those that might necessitate displacing another agency) associated with reconfiguring and/or equipping identified space within a secure USG facility to accommodate a new position. Direct all questions regarding the availability of Mission office space to the Management Section.

-- Housing. We assume that all new direct-hire employees will fold into our Housing Program. In the event an agency wishes to pursue other housing possibilities (e.g., living quarters allowance), it must acquire formal post concurrence before finalizing such an arrangement. For the rare such requests we approve, Post policy requires that the Regional Security Officer and Post Occupational

Safety and Health Official inspect and certify for occupancy any new residential space prior to acquisition.

-- ICASS Services. We further assume a petitioning agency

will subscribe a new position to an identical level of ICASS services already enjoyed by existing staff with similar employment status. Any significant deviations to a traditional ICASS services menu require separate negotiation with our Management Section. Any new or existing agencies seeking staff increases must subscribe these new positions to a predetermined minimum level of ICASS services (basic package, CLO services, a certain number of OpenNet Plus accounts needed to communicate effectively with other Mission elements, etc.) to ensure they may conduct interagency business efficiently without placing an additional burden on our ICASS support platform. Post will use the partial year invoice to fund resource requirements attributable to the increase in staff workload and to obtain a target level increase for the next fiscal year. The workload counts used to generate the partial year invoice will reflect the time period prior to the arrival of the new position(s) (i.e. 3 months) for the work performed during that time in support of the position(s).

15. Please contact Deputy Chief of Mission, Brian A. Nichols, if you have program-related questions or concerns regarding the establishment of this new position. Direct questions or concerns of an administrative nature to Management Counselor, Theresa Leech.
BROWNFIELD